
**A RESOLUTION APPROVING THE ANNUAL PERFORMANCE
EVALUATION FOR LEE ELLIOTT AS THE ASSISTANT CITY MANAGER
FOR THE REVIEW PERIOD OF 10/01/2012 THROUGH 10/01/2013**

RECITALS:

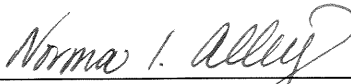
1. Ordinarily, the city manager would review the assistant city manager. Unfortunately, the city of Newberg is without a regular city manager at this point in time, and the assistant city manager is currently the manager pro tem. As such, the mayor and city council are providing Lee Elliott with his annual performance evaluation for his first year with the city as the assistant city manager.
2. Lee has prepared a self-evaluation. Additionally, each of the city councilors and the mayor have completed an evaluation for Lee as the assistant city manager. These completed evaluations are attached along with the assistant city manager job description.
3. All of the evaluations were "Meets or Exceeds Standards" for the Overall Evaluation.
4. On November 4, 2013, Lee's probation was lifted and a 5% salary increase was granted via the following motion: "Stating Lee Elliott successfully completed his probation period and is a full time employee, adjust his salary with a 5% increase, and continue the 5% out of class adjusted salary." Motion carried (6 Yes/0 No/1 Absent [Woodruff]).
5. In addition to the Motion that was passed in November, Lee's Offer of Employment Letter references this 5% compensation increase upon receiving a "satisfactory performance review" each year for two years.

THE CITY OF NEWBERG RESOLVES AS FOLLOWS:

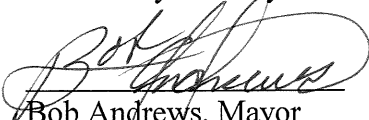
1. The council hereby adopts Lee Elliott's annual performance evaluation for the review period of 10/01/2012 through 10/01/2013 as "Meets or Exceeds Standards" as the Overall Evaluation.
2. The council reaffirms a five percent (5%) compensation increase for Lee Elliott, effective 10/01/2013 in addition to his five percent (5%) out-of-class pay as city manager pro tem.

➤ **EFFECTIVE DATE** of this resolution is the day after the adoption date, which is: January 22, 2014.

ADOPTED by the City Council of the City of Newberg, Oregon, this 21st day of December 2014.


Norma I. Alley, MMC, City Recorder

ATTEST by the Mayor this 23rd day of January, 2014.


Bob Andrews, Mayor